



GREEN STREET



RBA BUILDERS



CHAPMAN UNIVERSITY



SUNDT CONSTRUCTION



CITY OF HOPE ORANGE COUNTY

*Diversity, Equity, and Inclusion (DEI) are pivotal components in fostering a fair and harmonious society. DEI initiatives promote a culture that dismantles systemic biases, fostering innovation, creativity, and a sense of belonging for all. Prioritizing DEI is essential for building stronger, more resilient communities and organizations.*

*Embracing Diversity, Equity & Inclusion acknowledges and celebrates exemplary companies advancing those efforts in the community and creating tangible positive impacts.*

*The 54 companies featured in the Business Journal's annual DE&I special report are paving the way for others in OC looking to further their inclusionary efforts and reap the benefits of a more diverse yet cohesive organization.*

*METHODOLOGY: The honorees did not pay to be included. Their profiles were drawn from nomination materials submitted. This list is not comprehensive. It includes only organizations for whom nominations were submitted and accepted after an editorial review.*

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**UCI Health**

Named one of the 2024 **Best Places to Work** and recognized for embracing **Diversity, Equity & Inclusion** by the *Orange County Business Journal*, City of Hope is Orange County's highest nationally ranked cancer center. This is your chance to be at the forefront of new discoveries for breakthrough research in our new cancer specialty hospital, opening in 2025.

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# GROUND SWELL

## NAVIGATING FORWARD >>

Towards a Deeper Understanding

Join us as we bring diverse people together to build a more equitable future.

We invite the Orange County business community to join us as we listen and engage diverse communities and collaborate on shaping together an OC Diversity, Equity, and Inclusion Action Framework.

Groundswell partnered with The Black Chamber of Orange County to present Navigating Forward: Leading the way on diversity, equity, and inclusion luncheon highlighting:

- Legal expertise on how DEI and HR can co-exist
- Approaches to DEI in a large scale institution
- Key takeaways for internal processes to prioritize DEI
- Creating an Action Plan that creates a framework for safe, equitable and inclusive public and private businesses to implement meaningful practices.



BLACK CHAMBER OF ORANGE COUNTY  
Access to Information

★ 1984 • 2024 ★



For more information  
on The Black Chamber of OC

bobby.mcdonald  
@ocblackchamber.com



For more information  
on Groundswell

info@  
wearegroundswell.org

# Goodwill Centennial Gala

CELEBRATING 100 YEARS OF WORKING WONDERS

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– SATURDAY, OCTOBER 5, 2024 –

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**EMBRACING DIVERSITY EQUITY & INCLUSION 2024**



**American Red Cross of Orange County** *Santa Ana* Humanitarian Services  
 Since its founding in 1881, the American Red Cross has focused on preventing and alleviating human suffering caused by disasters and emergencies. Whether it was supporting brave men and women in uniform during times of war, creating the first civilian blood collection program or finding new ways to meet needs through countless disasters, the Red Cross has a long history of rising to meet the moment at times of crisis. As an organization, the Red Cross has also long understood that it is not just its mission, but how it delivers its mission, that matters.



**Angels for Higher Inc.** *Irvine* Professional Sports  
 Angels for Higher (AfH) facilitates the employment of young adults with Down syndrome to work as Greeters in sports stadiums and university campuses. They have placed over ninety Greeters in twenty-five venues located across the USA. More are on the way... Angels for Higher's vision is to transform the perception of people with Down syndrome living across America through their employment in jobs where their specific gifts, abilities and challenges make them uniquely qualified to spread joy everywhere they are, and change the lives of everyone they meet.



**Applied Medical** *Rancho Santa Margarita* Medical Devices  
 Applied Medical fosters a culture of diversity, equity and inclusion. They've created an environment that values learning and personal and professional development, contributing to team members' overall growth, well-being and sense of belonging. The senior leadership team helps train new team members, providing the tools and knowledge needed to excel in their roles. By conducting leadership courses, senior leaders empower the next generation of leaders across all roles and build strong relationships for a collaborative workplace.



**Armanino LLP** *Irvine* Accounting  
 At Armanino, Diversity, Equity, and Inclusion form the backbone of the organizational ethos, permeating every level of operations. Integral figures such as their CEO, General Counsel, CMO, and CPO actively engage with the IDEAL (Inclusion of Diverse Employees and Leaders) team and other DEI-focused groups, emphasizing their commitment to fostering an inclusive workplace culture. Rather than relying solely on resource or affinity groups, they adopt a holistic approach, implementing broad-based initiatives that promote inclusivity and education.



**Atkinson, Andelson, Loya, Ruud & Romo** *Irvine* Law  
 Diversity is a priority at AALRR, and the result is a workplace of inclusion and fulfillment to provide the highest level of service and innovative legal thinking. Serving in nine offices throughout California, their attorneys represent a rich mix of races, ethnicities, religions, sexual orientations, cultures, and languages. This wide cultural lens helps them to facilitate greater communication in litigation, counseling, and business planning. Understanding the perspectives of the clients they serve, as well as those served by their clients, makes them uniquely qualified to provide exceptional legal services.



**Avanath Capital Management** *Irvine* Multifamily Real Estate Investment  
 As a leader in the affordable housing industry, Avanath believes prioritizing social equality, responsible investing, and a healthy environment supports greater prosperity for all. A Black-founded and owned company, Avanath provides opportunities for diverse groups among its employees, the residents it serves, and its vendor partners. The firm's intentional hiring practices have resulted in a management team that comprises leaders with varied backgrounds and an employee base in which over 75% belongs to a minority class. All employees are trained in Avanath's ethics/code of conduct policy and receive diversity and unconscious bias training in order to support a more inclusive workplace.



**BKM Capital Partners** *Newport Beach* Commercial Real Estate  
 BKM Capital Partners is deeply committed to the development and execution of its robust DEI initiatives, setting the standard for ethical and inclusive business practices within commercial real estate. Team members can grow their professional repertoire with education opportunities ranging from leadership programs to virtual lunch and learns, while women in the organization can find support and mentorship through the BKM Women's Network. From fun activities like annual pickleball and basketball tournaments at the corporate gym, to the availability of healthy meal options onsite, BKM places a large emphasis on employee wellness that extends well beyond job satisfaction.



**Black Chamber of Orange County** *Anaheim* Chamber of Commerce  
 The Black Chamber of Commerce of Orange County partnered with minority business associations, local chambers, and legislators to provide support, advocacy for diversity, equity, and inclusion for Orange County's many corporations and small-business owners to build healthy communities with an economy for all. The Chamber led the effort to create an Orange County Racial Equity & Inclusion Action Plan Framework. As part of Toward A Deeper Understanding (TADU), the Chamber created a training series and led the discussions with local corporations and created a video to Stop the Hate in the Asian and Black Community.



**Casco Contractors** *Irvine* Construction  
 At Casco Contractors, their commitment to diversity, equity and inclusion is integral to company culture. As a certified woman-owned business in a male-dominated industry, they empower employees to bring their whole selves to work. Key initiatives include the Tuition Reimbursement Program, fostering continuous learning and growth, and the Casco Futbol Club, promoting team spirit and camaraderie. The Quarterly All-Staff Meetings and Annual Offsite Events enhance employee engagement and collaboration.



**Chapman University** *Orange* Higher Education  
 Fostering a diverse, equitable, and inclusive environment for students, staff, and faculty is a top priority for Chapman University. Initiatives to advance the excellence and growth of the University work hand-in-hand with this commitment for a thriving, diverse higher education community. As a result, Chapman's student body is both more diverse and higher achieving than ever before. Significantly, the University's strategic initiative to better reflect the demographic of Orange County has led it to be recognized as an emerging Hispanic Serving Institution. This is due to the strategic and decisive dedication of leadership and all at Chapman.



**City of Hope Orange County** *Irvine* Healthcare  
 City of Hope, one of the country's largest cancer research and treatment organizations, infuses DEI into the DNA of its mission to make hope a reality for patients and their families. City of Hope, which operates several clinical locations and the most advanced cancer center in Orange County, has received numerous accolades for its DEI efforts. It has been named a top U.S. workplace for women by Newsweek and a LGBTQ+ Health Care Equality Leader by Human Rights Campaign, among several recognitions. Its clinical research engine offers 800+ clinical trials and works to diversify representation in all trials by developing breakthrough treatments for all ethnicities. Its patient services focus on addressing burdens, risk factors and social determinants of health to optimize patient outcomes and access to screenings.



## Chapman University Launches Its Premier Employer Partner Program

Building upon a tradition of collaboration and engagement, including a recruiting partnership with leading organizations in Orange County and throughout Southern California, Chapman University has launched a reimagined program to help employers attract top talent.

The Premier Employer Partner Program (PEPP) offers recruiters customized marketing and enhanced connections on campus, with numerous opportunities to engage with Chapman students and alumni.

“On average, seventy percent of our students have hands-on industry experience, cultivating their hard and soft skills, by the time they graduate,” said Jennifer Kim, associate vice president of career and professional development at Chapman. “Ninety-eight percent of our internship employers agree that our Chapman students are proven and effective; they are exceptional communicators, team players and critical thinkers.”

Recruitment opportunities at Chapman include:

- Career fairs and networking nights
- On-campus interviews and coffee chats
- Information sessions and employer panels
- Site visits and career treks

Employer partners work with Chapman’s highly effective Employer Engagement team to customize the PEPP benefits to meet the unique needs of each organization.

“We noticed that students from Chapman have a passion for learning and using their degrees as they embark into their career field. Thanks to Chapman’s Career Team, [their] students have been more prepared for career fairs, info sessions and other [recruiting] events,” said Sarah Buford, talent acquisition manager at Enterprise Mobility and Premier Employer Partner.

Visit [chapman.edu/employer-partners](http://chapman.edu/employer-partners) to find out how you can partner with Chapman to develop tailored recruiting strategies and gain targeted, early access to career-ready students with hands-on experience ready to add value from day one.

(714) 744-7980  
[thinkchapmanfirst@chapman.edu](mailto:thinkchapmanfirst@chapman.edu)  
[Chapman.edu/employer-partners](http://Chapman.edu/employer-partners)



## GET PREMIER ACCESS TO CAREER-READY STUDENTS



Collaborate with Chapman University to develop tailored recruiting strategies to attract well-rounded, cross-disciplined students with diverse identities.

Learn more about our Premier Employer Partner Program.  
[Chapman.edu/employer-partners](http://Chapman.edu/employer-partners)



# Tackling Black infant and maternal mortality

## **Black infants born in the United States are 2.4 times more likely to die before their first birthday than white babies.**

The disparity is even greater for Black mothers, who are three times more likely to die from pregnancy-related causes than non-Hispanic white mothers, according to the U.S. Centers for Disease Control.

Dr. Candice Taylor Lucas knows these statistics well. As a fellowship-trained UCI Health pediatrician, a Black woman and medical education leader in the UC Irvine School of Medicine, these are health disparities she has dedicated herself to doing something about.

Because many of these deaths are believed to be preventable with better, more individualized maternity care, the associate professor of pediatrics at the UCI School of Medicine teamed up with colleagues in the Department of Obstetrics & Gynecology, Family Medicine and the Sue & Bill Gross School of Nursing to develop a maternal support network for Black, indigenous people and people of color in Orange County.

Last year they applied for and received a \$1.2 million grant from the U.S. Department of Health and Human Services' Office of Minority Health to design an outreach model called Black PEARL to improve birthing and maternal care services for those groups.

"Although only 2.3% of over 3 million residents living in Orange County identify as African-American or Black, they are disproportionately at highest risk of preterm delivery, 12.3% vs. 6.8% for white birthing patients," they wrote in their grant application. "And Black infants have the highest prevalence of low birth weight (9.8% vs. 5% for white infants)."

The UCI Black PEARL team includes Drs. Carol Major, Maria E. Rhoads-Baeza, Tamera Hatfield, Baotran Vo and Anjani Kolahi, and researchers Heike Thiel de Bocanegra, Yuding Guo and Leanne Burke.

They proposed working with established community partners to develop a network of doulas and nonclinical health professionals

trained to give expectant mothers personalized labor, childbirth and lactation support.

### **Project goals include:**

- Increasing the number of community doulas
- Developing a Black PEARL volunteer program
- Encouraging breastfeeding of infants at least through three months of age.

In partnership with one or more community-based groups, the team believes it is possible to:

- Reduce cesarean births in this population from 45% to 34%
- Lower preterm deliveries from 30% to 23%
- Increase any breastfeeding at 3 months to 80%

Taylor Lucas also is addressing infant and maternal mortality disparities by boosting the ranks of Black physicians and others trained to look for and treat underlying health issues found among at-risk Black mothers and infants.

In California, only 3% of physicians are Black despite having the fifth largest African American population of any state, according to a report from the California Health Care Foundation.

Taylor Lucas and Dr. Carol Major, who leads the UCI Health High Risk Maternity Program, co-direct the medical school's PRIME LEAD-ABC program. Its mission is to train the next generation of physician-leaders to meet the health needs of African, Black and Caribbean communities.

The program began with four medical students in 2019, and now has more than 50 across all class levels. They also graduated their fourth class of new doctors this spring.

Many more are needed, Taylor Lucas and Major said.

Black people, they noted, "carry disproportionate burdens of cardiovascular disease, asthma, diabetes, preterm births and infant mortality, and it is a pervasive social issue impacting the individual health and well-being of us all."

**EMBRACING DIVERSITY EQUITY & INCLUSION 2024**



**City of Irvine**

*Irvine*

Governmental Organization

The City of Irvine is recognized as one of the most ethnically diverse and fully integrated cities in the country. With a population of more than 310,000 residents, the City has grown significantly since its incorporation in 1971. Many residents, businesses, and employees have selected Irvine to live and work because of its history of celebrating diversity, equity, and inclusion. The City is committed to ensuring that every person living and working in the community is treated with fairness, and has access to equitable services and opportunities. The City of Irvine produces several meaningful and inclusive cultural celebrations that highlight and honor Irvine's diversity and the ethnic mosaic it has become. A City Council-established DEI Committee actively provides input on community needs.



**Community Legal Aid SoCal**

*Santa Ana*

Legal Services

In 2020, CLA SoCal made a formal commitment to a Justice, Equity, Diversity, and Inclusion (JEDI) initiative. They formed a committee composed of staff from all departments and job classifications and has since been on the journey with consultants to guide the process. A significant goal CLA SoCal established is to "set expectations for how they engage with colleagues, volunteers, interns, and partners." To achieve this goal, CLA SoCal developed a Values in Action document.



**Court Appointed Special Advocates (CASA) of Orange County**

*Orange*

Nonprofit, child welfare

CASA's commitment to DEIB work comes from the understanding that youth in foster care deserve to feel a sense of belonging, which can be difficult while being in care. They provide training to their staff that cover diversity topics related to the work they do within the child welfare system. Their physical office contains visual cues throughout the space that alert individuals coming into the office that they are an inclusive organization, which also makes the space feel welcoming for the staff.



**Disneyland Resort**

*Anaheim*

Theme Park/Entertainment

From cultural representation in their parks to resources that support their diverse collection of Anaheim-based cast members, inclusion is a guiding principle at Disneyland Resort. The resort has cultivated a culture in which their 35,000 cast members feel valued and appreciated for their unique perspectives and experiences, and it continuously looks for ways to integrate diverse views and ideas into everything they do. Disneyland Resort prioritizes leveraging local and diverse suppliers, uplifting low-income communities and providing countless opportunities for its cast members to thrive. Inclusion is one of the "5 Keys," a set of guidelines to help cast members execute exemplary guest service, alongside Safety, Courtesy, Show and Efficiency. The 5 Keys are a core element of being a Disneyland Resort cast member, as following them is essential to upholding a long-standing guest service standard at the resort.



**DiversityComm, Inc.**

*Irvine*

Media

DiversityComm has achieved notable milestones in Diversity, Equity, and Inclusion (DEI). As a leading publisher, they produce DiversityComm Magazine and U.S. Veterans Magazine, which highlight DEI initiatives and success stories, providing a platform for underrepresented groups and promoting diverse voices and stories. DiversityComm has also organized and sponsored numerous events and conferences focused on DEI, bringing together thought leaders, businesses, and community members to discuss best practices and strategies for fostering inclusive environments. They have recognized and awarded companies excelling in DEI efforts, encouraging broader adoption of inclusive practices across industries.



**Easterseals Southern California**

*Irvine*

Disability Services

At Easterseals Southern California their initiatives and accomplishments are a result of the RISE (Respect, Inclusion, Self-Awareness & Equity) program supporting Diversity, Equity, Inclusion and Accessibility for employees and candidates. Their RISE team, comprised of diverse staff from direct care professionals to senior managers, meet regularly regarding initiatives related to workplace culture and explores best practices to enhance DEI&A. The team is spearheaded by Chief Operating Officer Dr. Beverlyn Mendez, with the full support of CEO Mark Whitley and Chief People Officer Debbie Nix.



**ECOS**

*Cypress*

CPG manufacturing

Family-owned and operated since 1967, ECOS makes plant-powered laundry detergents and cleaners that are safer for people, pets, and the planet. ECOS products are made in Orange County and across the USA using global ingredients without dyes, parabens, phthalates, or 1,4-dioxane. A women-owned and Black-owned company, ECOS is led by President and CEO Kelly Vlahakis-Hanks, a woman of African American and Greek descent who has made diversity, equity, and inclusion for women and minorities central to ECOS's mission.



**Eide Bailly**

*Tustin*

Accounting

Eide Bailly's commitment to diversity, equity and inclusion starts with their CEO and firm leaders and is driven by their belief that a diverse workforce is the best workforce and will enhance future readiness. The firm works with an outside DEI consulting firm to help them create an annual DEI Road map for their initiative and goals. They created a Diversity, Equity & Inclusion Initiative with the vision of fostering a professional workplace where their people can be their full authentic selves.



**Exemplis, LLC**

*Cypress*

Manufacturing/ Consumer Products

Exemplis believes that a diverse and inclusive workplace is essential for fostering creativity, collaboration, and innovation. They are committed to promoting an environment of respect and inclusion for everyone regardless of their individual heritage and identity. Their core values, recruiting process, work environment, and DEI programs create a culture where diverse employees thrive. Employee Resource Groups encourage employees to participate in learning, volunteering/giving, and fun experiences that are meaningful. Our Exemplis for Good Charitable Giving Fund invests in and advocates for social justice causes, involving employees through giving and service.



**Experian**

*Costa Mesa*

Financial Services

Experian's priority is to create a better tomorrow for consumers, businesses, their people and communities by bringing financial power to all. Diversity, Equity and Inclusion (DEI) is key to their core products, social innovation and investing in the communities that they serve. DEI is central to the way that they value each other as an organization - they treat each other with respect, trust and integrity. Their Employee Resource Groups (ERGs) are located at their U.S. campuses and globally. They provide exciting opportunities for more than 22,500 employees across 32 countries to feel a sense of community within the larger corporate environment.



**First 5 Orange County**

*Santa Ana*

Government

First 5 OC is committed to engaging with families to ensure their voices are heard & their perspectives are included in their decision-making processes. This means they listen to families, shift their language, invest resources based on what families tell them, and prioritize equitable access to quality services and positive outcomes. Last Fiscal Year, they served 43,121 children ages 0-5.

**EMBRACING DIVERSITY EQUITY & INCLUSION 2024**



**Free Wheelchair Mission**

*Irvine*

Healthcare

Free Wheelchair Mission has taken significant steps to maintain diversity and inclusion within its organization. As a faith-based institution working with multiple international organizations, the nonprofit does not deny wheelchairs to anyone based on race, ethnicity, gender, or religion. One board member is a professional trainer and lead in topics related to disability and cultural sensitivity. A dedicated Diversity, Equity, and Inclusion team, including the chief executive officer, human resources manager, and an appointed DEI liaison, convenes quarterly to discuss initiatives and remains available for employees to share thoughts and experiences with at any time.



**Green Street**

*Newport Beach*

Commercial Real Estate

Green Street's DEI Council spearheads initiatives through committees focused on Talent Acquisition, Workplace Environment, Employee Development, Client & Community, and Communications. Their DEI initiatives focus on fostering a diverse, equitable, and inclusive workplace. Internally, they implement diverse recruitment strategies, partner with diverse organizations, support Employee Resource Groups (ERGs), and offer various diversity trainings and leadership development to all employees. Their inclusive policies also include flexible work arrangements and equitable pay practices.



**Greenfield and Associates LLP**

*Huntington Beach*

Accounting

At Greenfield & Associates LLP, diversity, equity, and inclusion (DEI) are fundamental to their mission and values. Their DEI initiatives focus on fostering a culture where every individual feels valued and empowered. They have implemented comprehensive training programs to educate their team on unconscious bias, cultural competency, and inclusive practices. Their recruitment strategies prioritize diverse talent, ensuring a workforce that reflects the communities they serve. The firm actively supports affinity groups and mentorship programs to promote career development and networking opportunities for underrepresented groups.



**Hilton Anaheim**

*Anaheim*

Hotel

One of Hilton Anaheim's core values is celebrating and hosting diversity observations, offering different types of food, and supplying pins to support certain celebrations and holidays. Such holidays include Black History Month, Women's History Month, Ethnic Diversity Awareness Month, Asian American & Pacific Islander Heritage Month, Pride Month, Intergenerational Month, National Hispanic Heritage Month, Disability Employment Awareness Month and Veterans & Military Families Month. Hilton Anaheim also incorporates DEI initiatives through committees that support and encourage the team members and staff, activities that boost morale, and focus on bettering the environment and community. To accomplish that, Hilton Anaheim prioritizes using sustainability and has reduced its carbon emissions by 44%.



**Howard Building Corporation**

*Costa Mesa*

Construction

HBC is 100% employee-owned company who has achieved 100% pay equity. An active and innovative employee culture has shaped the company's approach to employee ownership and ESG principles, including equity, inclusion, and sustainability. Their efforts have garnered attention and recognition throughout the industry, establishing us as a leader who takes initiative and actively works toward making the construction industry a better place for all. HBC sets annual diversity hiring, promotion, and training targets based on current workforce demographics versus labor market availability. The goal is to secure a workplace that is reflective of their community's demographics while enhancing the opportunities of historically underrepresented groups.



**IHI Power Services Corporation ("IPSC")**

*Aliso Viejo*

Energy/Power Generation

IHI Power Services Corp. (IPSC) is dedicated to creating an inclusive, respectful and diverse workplace where every employee feels valued and empowered. They believe these principles are foundational to driving growth, fostering innovation and delivering exceptional service to their clients. IPSC's core values-respect, integrity, accountability and teamwork-are central to their guiding principles, along with the deep-rooted belief that respect makes them better, inclusion makes them stronger and diversity moves them forward. Their Diversity, Respect & Inclusion (DRI) Council, established in 2020, upholds these commitments and integrates them into every aspect of the organization.



**Ingram Micro**

*Irvine*

Technology

Ingram Micro is dedicated to cultivating a more inclusive workplace for every associate. Their DEIB initiatives are driven by key objectives that include training & education, recruiting, inclusive culture and leadership diversity & accountability. They're proud to support associate-led Employee Resource Groups that drive inclusion and education across the organization. Through DEIB they aim to create an even more welcoming workplace - one that invites acknowledgment, acceptance and authenticity for all. Their DEIB strategy: Engage, Educate and Elevate, Empower, Encourage and Embrace.



**JAMS**

*Irvine*

Alternative Dispute Resolution

JAMS laid the groundwork to make lasting change in their organization and industry. They created the JAMS Panelist Utilization Report, a tool that tells clients how often they choose diverse neutrals. JAMS also conducted an internal survey of their 450-plus neutrals to encourage them to self-identify as to specific demographics so clients gain a more comprehensive view of their panel. They established the JAMS Diversity Fellowship Program to provide training, mentorship, sponsorship and networking opportunities to up-and-coming diverse ADR professionals. In addition, the company distributes an external newsletter called DE&I Pulse, which provides a comprehensive update regarding their efforts and promoting DE&I at JAMS and within the legal industry.



**Johnson & Johnson MedTech**

*Irvine*

Medical Technology

Johnson & Johnson is the world's largest, most diversified healthcare products company with more than 132,000 global employees and \$85.2 billion in annual sales. Solving the world's most pressing health challenges at the intersection of biology and technology, Johnson & Johnson MedTech is developing the next generation of med tech solutions to tackle the most pervasive and complex health challenges for people around the world.



**Kahana Feld**

*Irvine*

Law Firm

Diversity, Equity, and Inclusion ("DEI") is a core value of Kahana Feld. From hiring, to training, to growth, and mentorship, DEI is a priority. The company culture nurtures a sense of pride, ownership, and passion that transcends titles and roles. They believe that respecting and valuing differences and diverse backgrounds fosters a more collaborative work environment, engenders a better understanding of their clients, and helps them achieve better results. Kahana Feld has a vibrant DEI program including book clubs, cultural potlucks, webinars, lunch and learns on topics including Implicit Bias and Bias in Hiring and spotlighting the significant contributions of minorities and women in the legal profession throughout the firm's social media platforms. Kahana Feld was awarded the Gold DEI Leadership Seal from The State Bar of California, one of only 12 statewide to receive a Gold Seal in the inaugural group of seal recipients.

# CALL FOR NOMINATIONS!

## Deadline: August 14, 2024

The 14th Annual



**Master of Ceremonies**  
**Erwin Chemerinsky**  
Dean  
*University of California, Berkeley,  
School of Law*



The Orange County Business Journal is currently accepting reservations for the 14th annual General Counsel Awards. The program is designed to recognize the significant role in-house counsels play in the success of businesses within our community.

- General Counsel of Public Company
- General Counsel of Privately Held Company
- Specialty Counsel (attorneys who focus on certain areas of law for organizations)
- Rising Star Award (senior-level, in-house counsel and recently named GCs)
- In-House Legal Team (2 or more members)

### Dinner & Awards Program

November 14, 2024  
6:30 p.m. – 8:30 p.m.  
Tickets\*: \$285  
Table of 10: \$2,700



### Nomination Information

Visit [www.ocbj.com/events](http://www.ocbj.com/events) or contact Karen Roe, Senior Events Manager, at 949.664.5056 or [roe@ocbj.com](mailto:roe@ocbj.com).

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\*Tickets are non-refundable. Ticket price includes a one year subscription to the Orange County Business Journal (\$30 allocated to the subscription). New subscribers only. Current subscribers may gift the subscription to a colleague.

**EMBRACING DIVERSITY EQUITY & INCLUSION 2024**



**KBS** *Newport Beach* Commercial Real Estate  
 KBS - one of the largest investors in commercial real estate in the nation with completed transactional activity of more than \$45.2 billion on behalf of private and institutional investors globally has woven DEI initiatives into its culture. The firm has evolved over the last 32 years from little diverse representation to an organization that encourages DEI throughout its workforce, with 54% of its team members female and 42% are minorities. KBS' mission speaks to the power of collaboration, conducting business with integrity, and providing an inclusive environment.



**Lutheran Social Services of Southern California** *Orange* Nonprofit  
 Lutheran Social Services of Southern California (LSSSC) marks its 80th year of providing social services in 2024 with over 70 different programs and services at nearly 20 sites. As part of the Lutheran Services in America (LSA) network, the organization strives to serve those in need with dignity and respect. Diversity and inclusion are at the forefront of Lutheran Social Services which is critical to advancing their mission. The organization's staff, board, and volunteers are as diverse as the target population they serve. Its leaders honor and respect race/ethnicity, culture, life experiences, language, creed, beliefs, sexual orientation, and ability.



**Mitsubishi Electric US, Inc.** *Cypress* Electronics Manufacturing  
 Mitsubishi Electric US, Inc. (MEUS) has deeply integrated Diversity, Equity, and Inclusion (DE&I) into its corporate fabric, recognizing their pivotal role alongside sustainability. Aligned with global sustainability frameworks like the UN's 17 Sustainable Development Goals, MEUS champions five core commitments: carbon neutrality, circular economy, safety & security, inclusion, and well-being. Acknowledging that DE&I is intrinsic to achieving these goals, MEUS fosters an environment where every individual is respected and valued. To operationalize this commitment, in preceding years MEUS established a DE&I Task Force and Steering Committee, ensuring DE&I is woven into strategic decision-making.



**OC Habitats** *Santa Ana* Environmental Conservation  
 OC Habitats is an environmental conservation non-profit focused on preserving the native and natural habitats and species of Orange County through education, restoration, monitoring, volunteerism, and much more. Their mission could not be accomplished without the strength and dedication of their diverse team of staff, interns, and volunteers from all across Southern California. In consideration with their value for diversity, equity, and inclusion, OC Habitats partnership with the City of Santa Ana has opened the doors for residents of Santa Ana to be educated on Environmental Justice and rights for clean and open natural spaces.



**Octane** *Newport Beach* Nonprofit  
 Octane is dedicated to fostering a diverse and inclusive environment. Their initiatives, including Women Leaders of Octane and the Non-Profit Accelerator, underscore their commitment. With a workforce comprising 79% women, they continually strive to enhance diversity and inclusion across all facets of our organization, ensuring a welcoming and supportive space for all.



**ON ITS AXIS** *Costa Mesa* Management Consulting  
 ON ITS AXIS is driven by the conviction that diversity, equity, and inclusion (DEI) are not just ethical imperatives but strategic advantages. As a proudly certified woman and LGBTE-owned company, they've harnessed their unique position to champion groundbreaking DEI initiatives both within the organization and across the myriad of industries they serve. Their approach, deeply rooted in our proprietary Efficiency-Weighted-Outcome-Driven Design (EWODD) and Product and People@ Framework, transcends traditional boundaries, ensuring that innovation and inclusivity are inseparable and mutually reinforcing.



**PepsiCo Beverages North America, West Division** *Aliso Viejo* Food & Beverage  
 PepsiCo Beverages North America (PBNA), one of the largest beverage companies in North America, is the Employer of Choice for nearly 64,000 associates in +400 locations across the U.S. and Canada. PBNA's operating model is designed to improve the way they work, make the most of their investments and maximize their full potential with five distinct operating Divisions (North, South, Central, West and Canada). Their West Division-led by John Dean, West Division President-includes 72 locations with an organization of nearly 12,000 employees, across Manufacturing, Sales, Warehouse, Human Resources and Logistics.



**Pinnacle Petroleum, Inc.** *Huntington Beach* Fuel Wholesaler  
 Pinnacle Petroleum, Inc. recognizes the importance of diversity as a certified Woman-Owned Business. At the cornerstone of their diversity policy is respect for the broad spectrum of diversity that exists within their workforce, subcontractors, and customer base. It is their goal to strengthen and partner with diverse business communities by contributing to their overall economic growth. It is Pinnacle's policy and practice to promote and increase business opportunities for Minority, Woman, and Disabled Veteran Business Enterprises (MWDVBEs). By partnering with minority-owned subcontractors, Pinnacle Petroleum not only diversifies its supplier base but also contributes to the economic growth of underrepresented communities.



**Providence** *Irvine* Healthcare  
 At a time when some organizations are scaling back on Diversity, Equity and Inclusion initiatives, Providence remains steadfast in its commitment to building a workforce that reflects the communities they serve, celebrates the gifts in one another and ensures all caregivers feel a sense of belonging. This is what Providence Promise is all about. Know me, care for me, ease my way honors the value and dignity of all caregivers, patients, family and physicians, which forms a solid foundation for building relationships and working collaboratively and respectfully toward common goals. Providence's 2023-25 DEI strategic plan helps bring their promise to life. It provides milestones, guidelines and tactics that welcome diversity, strive for equity and embrace inclusion.



**RBA Builders** *Fountain Valley* Commercial Construction  
 One of RBA proudest accomplishments was CEO and founder, Bob Anderson, signing the CEO Pledge for DEI; a commitment to make good on the inherent promise that all people should be able to bring their best selves to work and unleash their full potential. RBA has also continued to foster their Women in Construction Initiative to provide an inclusive space for women in the construction industry. Additionally, RBA hired a director of personnel development who is fully dedicated to the growth and development of each RBA employee. RBA has also established a dedicated team that is continually working to formalize and evolve the ways DEI can be incorporated throughout their business and daily operations.



**RSM US LLP** *Irvine* Professional Services  
 RSM places a high value on Diversity, Equity, and Inclusion (DE&I), fostering a culture that empowers their people to be their authentic selves and share their unique perspectives. Their employee network groups (ENGs) provide opportunities for growth, development, and celebration of diverse backgrounds, focusing on volunteerism, professional development, mentorship, and networking.

# ECOS / CYPRESS / CPG manufacturing

ECOS is a family-owned, women-owned, and minority-owned manufacturer at the forefront of green cleaning. For over 55 years, ECOS has led the industry in green science innovation and sustainable manufacturing, with over 120 U.S. EPA Safer Choice certified laundry detergents and cleaning products. All four ECOS facilities across the U.S. are carbon neutral, water neutral, and zero waste, and they use 100% renewable energy to save over 28 million pounds of CO2 emissions annually. ECOS is a Climate Positive company that diverts over 99% of its waste and invests in clean energy and endangered waterway restoration programs.



**Safer Cleaning for all**  
For over 55 years, ECOS has made laundry detergents and cleaning products that are safer for people, pets, and the planet. Based in Cypress, ECOS makes plant-powered cleaners in the USA using globally sourced ingredients, zero-waste manufacturing, and 100% renewable energy.



ECOS is a leader in sustainable manufacturing and the first company to achieve carbon neutrality, water neutrality, and TRUE Platinum Zero Waste certification. It is the first manufacturer in the world to receive LEED Zero certifications in energy, carbon, and waste. After reducing its environmental footprint, ECOS offsets its remaining impacts with investments in clean energy and water restoration programs at 110% of impact, making ECOS a Climate Positive company.

Since 1967, ECOS has been committed to safer green chemistry, using ingredients from sustainable sources like coconut without added dyes, formaldehydes, phthalates, or optical brighteners. Over 120 ECOS products are U.S. EPA Safer Choice certified, which means that every ingredient is the safest in its class, it works great, and the manufacturer is continually innovating.

With four sustainable manufacturing facilities located across the U.S., ECOS is creating green jobs with great wages and family-friendly benefits and ensuring that safer ECOS cleaners are affordable and accessible for people everywhere.

*For the cleaner good™*

**ORANGE COUNTY BUSINESS JOURNAL**  
EMBRACING DIVERSITY EQUITY & INCLUSION  
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**FRIDAY, SEPTEMBER 20**  
**ORANGE COAST COLLEGE**

We're hosting a one-of-a-kind summit! Join us for the **Groundswell Summit: Shaping Tomorrow Together.**

Join community members and leaders to build a more collective, supportive and belonging community.

**EMBRACING DIVERSITY EQUITY & INCLUSION 2024**



**SchoolsFirst Federal Credit Union**

*Tustin*

Financial Services

SchoolsFirst's commitment to DEI is clearly reflected in their efforts and activities that foster an environment of belonging for team members and Members alike and are integrated throughout their operations. From comprehensive onboarding to fostering a culture where everyone can be their authentic selves, they strive to create an environment where all can thrive. Key initiatives include conducting an annual team engagement survey to gather insights on well-being and inclusion, which helps drive cultural transformation. The organization celebrates diverse cultural holidays and holds recognitions, including town halls and educational panels, to amplify diverse voices and experiences.



**STEM Advantage**

*Huntington Beach*

Nonprofit

Talent is equally distributed, but opportunity is not. STEM Advantage mentors, prepares, and inspires women and underserved communities for STEM careers. They empower economic and social mobility, while providing a vetted pipeline of diverse talent to businesses to fill their workforce needs. They "level the playing field" by providing talented students, primarily first-generation college students from low-income families, with access to networks, employment, and economic mobility that is overwhelmingly limited to students attending elite universities.



**Sundt Construction**

*Irvine*

Construction

Sundt is committed to building a workforce that reflects the diverse communities where they operate and to creating a workplace that fosters a sense of purpose and belonging. From interns to self-perform craft and project teams on the front lines, to mid-level and senior leaders, their people are bringing more to the table - because they have a seat at the table. This is the idea behind their efforts to hire, develop, promote, and retain diverse talent. Sundt's diversity, equity and inclusion efforts focus on the following five areas: Leadership alignment, education and training, recruiting and retention, community connections and measurement. Sundt has encouraged DE&I among its employee-owners through several initiatives.



**Tarsus Pharmaceuticals**

*Irvine*

Pharmaceuticals

At Tarsus Pharmaceuticals, their values aren't just words on a page. They're actions they take each day to create a culture they're proud of so they can better achieve their mission. Tarsus' commitment to Diversity, Equity, and Inclusion (DE&I) is embodied in three core principles that they apply to work within their organization and in their communities: business effectiveness, community relations, and belonging.



**The Phillips Group**

*Anaheim*

Accounting & Tax

The Phillips Group isn't your typical company churning out generic DEI statements. As a woman-owned and veteran-owned firm, diversity, equity, and inclusion (DEI) are woven into the very fabric of who they are. They champion the inclusive environment they live and breathe every day, not just on paper. Equal opportunity isn't just a buzzword at The Phillips Group; it's a core principle. They provide a level playing field where success depends on talent, hard work, and contributions. They foster a supportive environment where everyone feels empowered to reach their full potential.



**Toshiba America Business Solutions**

*Lake Forest*

Manufacturing

Toshiba embraces the diversity of its workforce within the communities it serves by fostering an inclusive environment where everyone feels valued, heard, and empowered. Beyond implementing diversity, equity and inclusion (DEI) policies, Toshiba advances actionable and impactful changes that transform the organization into one where these core elements are embedded within its culture.



**Transitions Today**

*Dana Point*

Business Services

Business is critical in realizing lasting social change, leading the way through strategic and systemic reform and innovation that impacts individuals and communities. Government and non-profits alone are not the answer to addressing the widening social divide - partnering with businesses and locals is the path forward. Transitions Today was founded on the belief that equity and inclusion are foundational in improving the workplace and world. Creating inclusive cultures in the workplace opens the door for conversations that educate, connect, and encourage action within the organization and outward to the community to address inequities.



**U.S. Bank**

*Irvine*

Financial

U.S. Bank draws strength from diversity and seeks to respect and reflect the uniqueness of customers, shareholders, employees, and communities. Team members invest their hearts and minds to help "power human potential" with the goal that everyone has access to the tools, resources and networks that allow businesses and communities to thrive. U.S. Bank is working to close the wealth gaps in America through the Access Commitment® platform, a group of initiatives dedicated to supporting traditionally underserved communities on their own path to building generational wealth.



**Virgin Galactic**

*Tustin*

Aerospace

Virgin Galactic's purpose of connecting the world to the wonder and awe of space travel first starts with them connecting to one another. They believe they must reflect the world we seek to inspire, and they require diverse perspectives and experiences to power their collective success. These past two years, the company continues to advance on their DEIB strategy that focuses on our communities where they live and work, their people, and their workplace culture.



**WFBM, LLP (dba Walsworth)**

*Irvine*

Legal Services

In 2023, Walsworth was the only law firm with more than 60 attorneys that received a Top 5 ranking among firms with 100 or fewer attorneys in Law360's Women in Law report, a nationwide ranking based on female representation at all attorney levels. The firm also received a Top 3 ranking in 2023 in Law360's "The Ceiling Smashers," which ranked firms with 100 or fewer attorneys based on the percentage of women in their equity partnerships. This marked the eight consecutive year that Walsworth has received a ranking in these reports. Women lawyers currently compose 84 percent of Walsworth's equity partnership. In addition, underrepresented attorneys, including women and minorities, compose more than 80 percent of the firm's governance committees and practice group leadership.



**Withum**

*Irvine*

Accounting

Withum actively invests in the next generation of professionals through strategic partnerships with educational institutions and professional organizations. Kitona Jackson, the I&D Outreach Specialist, has forged relationships with various campuses and groups like NABA, Ascend, ALPFA, and Out4Undergrad, enhancing the Firm's talent pipeline. The Firm has hosted 12 I&D-focused events and introduced high school and college students to the accounting industry and Withum.



## Inclusivity and Belonging at SchoolsFirst FCU

SchoolsFirst Federal Credit Union is committed to developing an inclusive culture where all Members and team members feel like they belong and are valued and appreciated as their authentic selves. SchoolsFirst FCU strives to cultivate a team that reflects both the diversity of their Membership and the communities they serve. "When we create spaces for our team members to belong, we are better equipped to create an equitable Credit Union to serve the unique needs of our Members and help them achieve financial well-being," said Jessica Jamison, senior vice president of diversity, equity and inclusion.

The Credit Union's DEI journey requires contributions from every level of the organization. It's an opportunity to create support systems and normalize conversations that highlight the experiences of others, fostering spaces for learning and understanding.

This year, SchoolsFirst FCU launched a DEI committee to bring team members together from all levels of the organization to help shape and promote DEI thought leadership and initiatives. The Credit Union team recognizes that DEI is a journey about continuing conversations and celebrating each other's differences. SchoolsFirst FCU promotes cultural events and awareness months and hosts panel discussions featuring team members and guests to share first-hand and lived experiences, providing space to lean into vulnerability and promote understanding.

Delivering World-Class Personal Service is at the heart of what SchoolsFirst FCU does. They do this each day by creating diverse, equitable and inclusive spaces for both their Members and team to thrive.



As a leading force in global IT, Ingram Micro blends its passion for technology innovation with a steadfast commitment to fostering a vibrant, inclusive workplace where everyone can thrive.

With over 24,000 associates worldwide, Ingram Micro proudly embraces the unique backgrounds, lifestyle choices, physical traits and varied perspectives of every team member. The company's dedication to diversity, equity, inclusion, and belonging (DEIB) empowers each associate to bring their authentic self to work every day.

Central to Ingram Micro's DEIB mission are its eight distinct U.S. Employee Resource Groups (ERGs), including Pride, Multi-Cultural, Women's Forum, DisAbility and Inclusion, and Veteran Engagement. Open to all associates, each group provides a space that fosters belonging within the workplace and supports associates as they connect with like-minded individuals.

Beyond its ERGs, Ingram Micro also offers listening sessions, training programs and resources through its "Together at Ingram Micro, Uniquely Us" program. This initiative digs deep into the needs of associates, ensuring inclusivity permeates every corner of the organization.

"Our people and their diverse talents are our greatest asset, and we are devoted to providing a workplace culture where everyone feels comfortable and can thrive as they pursue their personal and career objectives," said Scott Sherman, executive vice president, Human Resources at Ingram Micro.

An employer of choice in Orange County—and around the world—Ingram Micro looks forward to furthering its commitment to supporting a workplace where everyone can flourish!



We celebrate our differences to promote belonging and well-being for our Members and team.

[schoolsfirstfcu.org](https://schoolsfirstfcu.org)



### DIVERSITY, FUELING INNOVATION.



Let's shape tomorrow.  
[ingrammicro.com](https://ingrammicro.com)

## DEI | SPOTLIGHTS

**Applied Medical-** In the U.S., 53% of Applied Medical’s leadership team are women and 44% represent ethnically diverse backgrounds. Leaders with different backgrounds and experiences bring a broader range of perspectives that advance ideas and innovation. The company’s inclusive hiring and recruitment practices promote diversity. They seek strategic partnerships with organizations such as Goodwill, Project Independence, and the US Department of Education to provide career development opportunities and training for underrepresented groups and individuals with disabilities.

Their Internship, Engineering (ENGage), and Apprenticeship and Operations Leadership programs provide mentorship to those seeking to enter or progress within the healthcare arena.

They support the Girl Scouts of Orange County, Olive Crest, Rise Against Hunger, and many local organizations in the community where they work and live.



**Black Chamber-** At town hall discussions, the Chamber engaged diverse sectors to look beyond the division and listen to the history and stories of diverse groups that hold us together as Americans. The Chamber is one of the founding members of the African American Alliance Fund, a coalition of over 150 Black community organizations that joined together to adopt TADU and created the OC Black Solidarity Network (OCBSN) as a framework to stop the hate. As an agent of change, The Chamber is strong, united, and empowered to build diverse business and healthy communities by being part of the solution.

On May 21, 2024, Groundswell partnered with the Black Chamber for a DEI leadership luncheon that highlights efforts on changing narratives of Diversity, Equity and Inclusion. 200 DEI leaders from businesses, nonprofits, higher education, city, government and community gather to listen to Black Chamber President Robert McDonald give the keynote address with a slide presentation followed by a panel discussion. This inaugural luncheon is part of a new era of Groundswell – the new name of OC Human Relations Council – that bridges collective efforts of fostering belonging for all.



**Chapman University-** In 2021, Chapman University launched its Office of DEI as a development of its community-wide Diversity Project. This office has grown in the last three years from two persons to a department housing 15 roles attuned to the academic, cultural, and religious support of students, faculty, and staff across Chapman. Physical spaces such as the Cross-Cultural Center and the Fish Interfaith Center advance the mission of inclusion. The DEI office serves the entire institution through a number of methods, such as providing enterprise-wide training/education, culturally competent support, expert consultation on policy and practice, diverse awareness and celebration programing, and community liaising.

A key goal of the current strategic plan states: “Enrich the Chapman Experience by expanding opportunities for students from underrepresented communities and pursuing formal recognition as a Hispanic-Serving Institution (HSI).” Within the first year of the plan, the University has made significant strides towards realizing its goal.



**City of Hope-** City of Hope’s community benefit efforts fund programming to reduce health inequities among minority communities. Staff and physicians are encouraged to leverage minority-owned vendors and recruit a diverse group of talent. Staff engage in scenario-based training aimed at reducing unconscious bias and can join nearly a dozen employee resource groups that foster a culture of belonging. City of Hope’s legislative and advocacy efforts helped pass the California Cancer Care Equity Act, a coalition-based campaign effort to improve patient access to advanced cancer care.

Today, City of Hope’s Office of Diversity, Equity and Inclusion, leads several system-wide efforts aimed at fostering a culture of belonging, equality and compassion in our quest to end cancer. In addition, City of Hope leads a coalition called Cancer Care Is Different (CCID), a group advocating for systemic change to increase underserved populations’ access to specialized cancer care. The coalition championed the California Cancer Care Equity Act, a law passed last year to ensure that all Californians, including those on Medi-Cal, have the right to request treatment at a National Cancer Institute-designated comprehensive.



**City of Irvine-** The City of Irvine is recognized as one of the most ethnically diverse and fully integrated cities in the country. With a population of more than 310,000 residents, the City has grown significantly since its incorporation in 1971. Many residents, businesses, and employees have selected Irvine to live and work because of its history of celebrating diversity, equity, and inclusion. The City is committed to ensuring that every person living and working in the community is treated with fairness, and has access to equitable services and opportunities. The City of Irvine produces several meaningful and inclusive cultural celebrations that highlight and honor Irvine’s diversity and the ethnic mosaic it has become.

The City’s signature event, Irvine Global Village Festival, is Orange County’s premier multicultural event, offering guests culturally relevant activities; local and global cuisine; a global marketplace; and music, art, and exhibits honoring traditions from all over the world. Pride in Irvine, Juneteenth, Mid-Autumn Festival, and Fiesta Latina en Irvine also honor the diverse community through celebration and education, paying tribute to and embracing the City’s diverse and inclusive community. Education is always a key element in both planning and programming for the DEI events. A City Council-established DEI Committee actively provides input on community needs.



**ECOS-** Family-owned and operated since 1967, ECOS makes plant-powered laundry detergents and cleaners that are safer for people, pets, and the planet. ECOS products are made in Orange County and across the USA using global ingredients without dyes, parabens, phthalates, or 1,4-dioxane. A women-owned and Black-owned company, ECOS is led by President and CEO Kelly Vlahakis-Hanks, a woman of African American and Greek descent who has made diversity, equity, and inclusion for women and minorities central to ECOS’s mission. She promotes a corporate culture of diversity and empowerment with a leadership team that is 60% female and 40% BIPOC (Black, Indigenous, and People of Color). Her Innovation and R&D teams and Quality Control & Technical teams are over 60% female, which reflects ECOS’s support of women in STEM fields. With mentorship and a clear focus on DE&I in hiring and promotions, Vlahakis-Hanks has built a company that strongly values and supports diversity, equity and inclusion throughout its teams and its leadership.

In 2021, ECOS was honored to receive the “Diversity, Equity & Inclusion Award” for advancing DE&I in the U.S grocery industry from the Shelby Report, the leading trade publication of the grocery industry.



DEI | SPOTLIGHTS

**Eide Bailly-** Eide Bailly currently has four identity-based ERGs (Employee Resource Groups) for Women, Veterans, LGBTQIA+, and People of Color. Many of the ERGs welcome allies as well. These groups provide a safe and welcoming community for their staff to network, share, and educate. They provide continuous DEI education and promotion to ensure everyone in the firm is up to date on the latest DEI updates and resources. They encourage their office locations to get involved in DEI-related activities in the community. In 2023, they hosted their fourth annual DEI Forum. This Forum includes topics and speakers meant to inspire staff to further their own personal DEI journey and help continue the firmwide mission to create a more diverse, equitable, and inclusive workplace. They attribute their 85% retention rate for 2023 to their commitment to making Eide Bailly a safe and inclusive place to work.



**Ingram Micro-** Ingram Micro launched Hire Great 3.0 - a comprehensive interviewing workshop that includes training regarding unconscious bias. They believe this approach will significantly enhance their efforts to foster a more inclusive and diverse workforce. In addition, they have introduced the I Am Impact course, an interactive learning experience tailored to foster discussion, raise awareness, and equip them with the tools to combat microaggressions. In response to some of these efforts they have noticed a significant increase in their Engagement Survey across all DEIB elements, reaffirming their commitment to fostering a culture where diversity is celebrated. Ingram also launched "Inside DEIB" – a videos series designed to amplify the voices of Ingram Micro associates, while supporting their commitment to providing a workplace and culture where all individuals feel seen, heard.



**Johnson & Johnson-** Based in Irvine is a portfolio of Johnson & Johnson's high-growth global MedTech businesses. This includes Biosense Webster, Cerenovus, Johnson & Johnson Vision, and Mentor, which collectively help millions of patients each year in areas of Electrophysiology, Neurovascular, Vision, and Breast Reconstruction and Aesthetics. Johnson & Johnson's Credo is clear: The company must put the needs and well-being of the people it serves first - including its employees. On a global scale, Johnson & Johnson MedTech (J&J MedTech) is committed to providing an inclusive work environment where each person is considered an individual and has a sense of security, fulfillment and purpose in their jobs.



In a time of profound change, as diversity, equity and inclusion priorities evolve and accelerate, J&J MedTech continues to take a proactive approach to better reflect the global, diverse communities it serves.

**STEM Advantage-** The low-income, first-generation students they serve face many deeply rooted systemic, racial, and cultural barriers to accessing and pursuing opportunity, which impact their ability to pursue and succeed in achieving a college education. STEM Advantage is keenly focused on removing or mitigating these barriers so that young people from underserved communities may realize their full potential.

They offer their holistic STEM Advantage Scholars program, including internships, mentors, professional and career development, scholarships, and community, to students earning a bachelor's degree in a STEM field at eight California State University campuses in Southern California. All are Hispanic-Serving Institutions. The CSU is the nation's largest and most ethnically diverse 4-year public university system. 95% of all enrolled students come from California; most remain in California after graduation.

A bachelor's degree is the surest path to the middle class. College graduates have an increased earning potential of up to \$1 million over a lifetime – and STEM Advantage Scholars are tracking to earn more than \$2 million more in their lifetime post-program. They can save, afford to live in Southern California, buy a home, and build wealth.

The lack of diversity in STEM professions presents an opportunity to address gender and racial equity and narrow the wealth gap. STEM jobs pay more, on average, than non-STEM jobs. Plus, 80% of the fastest growing occupations depend upon mastery of STEM skills.



**Sundt Construction-** In 2022, Sundt hired a XBE & Diversity Outreach Manager to oversee XBE efforts across the California region and collaborate with their corporate DEI Manager to educate senior leaders and managers about diversity, equity, inclusion and belonging. Sundt's DEI Manager continues to travel around the country, educating employee-owners in offices and at jobsites about DE&I. She also educates through regular announcements on the company intranet and access to DEI related education and information is available to all employee-owners through a DEI-specific intranet webpage.

In 2023, they started their first employee resource group for women in construction, and they've been celebrating Women in Construction Week for the past three years.

Sundt's work with diverse business partners is another key component to their DEI program. Their construction projects track this information so they can be sure they're meeting their XBE participation goals on projects and optimizing XBE partnerships.



**Virgin Galactic-** Virgin Galactic's DEIB best practices have been recognized for two years in a row as part of their pledge to Space Workforce 2030 that unites space organizations to improve diversity and inclusion across their industry. In 2023, their scholarship and outreach initiatives focused on underrepresented talent ranked #1 among other signatory companies. The company's inclusive healthcare benefits also received a top ranking where they offer paid parental leave for all teammates to include live birth, surrogacy, adoption and fostering, as well as healthcare travel benefits where access to a provider or a procedure may be limited, as well as gender-affirming care. This year, their Inclusive Customer Experience was ranked #1 under Representation which consisted of ensuring an inclusive and diverse customer base. They invited customers from various backgrounds to include race, ethnicity, nationality, abilities, gender and sexual orientation as they launched commercial service to enable diverse perspective and feedback to continuously improve on their space travel experience for all. These initiatives will help to set the standard not only for industry partners, but will write the blueprint for a more diverse and inclusive world in the new space age.

